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6-702 Equality of Opportunity and Affirmative Action

A. General Policy

No officer or employee of the Arizona Board of Regents shall discriminate against any person because of race, color, religion, national origin, age, non-disqualifying handicapping condition, veteran status or sex, in any of its programs, activities, contracts personnel administration practices or any other actions it undertakes. Furthermore, the Board and the universities will maintain and advance those practices, processes, and circumstances that afford equal opportunity to all individuals. The Board and the universities will take affirmative action to ensure equality of opportunity to minorities, females, veterans, and handicapped person in faculty, administrative, professional and classified positions, in educational programs, and in all other Board or university programs and activities.

B. Responsibility for Implementation of Policy

The Executive Director of the Board and each University President have primary responsibility for ensuring equality of opportunity and affirmative action as described in paragraph A. In carrying out this responsibility, these individuals, their vice presidents and other administrators will:

1. Publicly state their support for and commitment to equality of opportunity and affirmative action.
2. Periodically review the statistical composition of their workforces in an effort to achieve a comparable presentation of females and minorities in the relevant labor market communities.
 - a. Recognize demonstrated progress and achievement of affirmative action.
 - b. Where the workforce or job groups are underutilizing females and minorities in comparison with relevant labor markets, establish and maintain affirmative action plans in order to correct the underutilization by:
 - (1) Establishing, communicating and implementing systems of annual goals and timetables to achieve

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employment patterns in the underutilized workforce or job groups that reflect equality of opportunity and affirmative action for qualified minorities, females, veterans and handicapped persons.

- (2) Identifying, motivating and training appropriate personnel within the system to achieve the goals and timetables where underutilization exists.
3. Provide an environment that fosters the advancement of females and minorities to higher level and non-traditional job opportunities.
4. Participate fully in meeting the objectives outlined in the affirmative action plans to include employment, all educational programs, and other board or university programs and activities.

C. Application of Policy

1. The Board and the universities will recruit, hire, train, and promote individuals, in all job classifications, based solely upon their qualifications and ability to do the job and will consider race, color, religion, national origin, age, non-disqualifying handicapping condition, veterans status or sex only where affirmative action, requirement of law, or bona fide occupational qualifications permit.
2. The Executive Director of the Board and each university president and their vice presidents, administrators, managers and supervisors, who have hiring authority, will seek affirmatively to achieve faculty, administrative, professional, and classified staff employment patterns that reflect equality of opportunity for qualified minorities, females, veterans and handicapped persons. These efforts will be reviewed as part of the annual performance evaluation process for those personnel.
3. All personnel administration practices including, but not limited to, compensation, benefits, layoff, return from layoff, discipline, dismissal, sponsored training, education tuition assistance and social and recreational programs, will be administered without regard to race, color, religion, national origin, age, non-disqualifying handicapping condition, veteran status, or sex.

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4. Educational opportunities shall be open to all qualified applicants without regard to race, color, religion, national origin, age, handicap, veteran status, or sex. The Board and the universities will take affirmative action to ensure equality opportunity for qualified minorities, females, veterans and handicapped persons in all its educational programs.
5. The Board and the universities will operate facilities without regard to factors of race, color, religion, national origin, age, non-disqualifying handicapping condition, veteran status, or sex. The Board and the universities will make facilities and services available only to organizations that do not unlawfully discriminate against any qualified person because of race, color, religion, national origin, age, handicap, veteran status or sex.
6. The Board and the universities will lease, contract, subcontract, and purchase only from those organizations which, if chartered in the United States, do not unlawfully discriminate against any qualified person because of race, color, religion, national origin, age, handicap, veteran status or sex.
7. The Board and the universities will enter into cooperative agreements only with organizations that do not unlawfully exclude or expel from their membership or unlawfully limit their membership on the basis of race, color, religion, national origin, age, non-disqualifying handicapping condition, veteran status or sex.
8. The Executive Director of the Board and each university president shall maintain grievance and disciplinary procedures that allow for the resolution of complaints of discrimination and allegations or violations of this policy.
9. The Board and the universities shall provide reports on equal opportunity and affirmative action programs to the appropriate federal and state agencies and to the Arizona community as required by law or deemed appropriate by the Board. Each university and Board office shall develop written affirmative action plans to implement this policy. These plans shall be updated and reviewed annually to reflect changes that have occurred. Annual

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reports shall be prepared by each university and the Board's central office to highlight equality of opportunity and affirmative action programs and activities.

- D. This policy is to be interpreted and applied in harmony with the requirements of law regarding equality of opportunity and affirmative action. The terms "discriminate" or "discrimination" and the terms "bona fide occupational qualifications", "race", "veteran", and "sex" shall have the meanings ascribed to such terms in their respective federal and state statutes and regulations, as interpreted by the courts.